



DEPARTMENT OF CORRECTIONS
Health Care Recruitment Unit
2201 Broadway
Sacramento, CA 95818

CONTINUOUS FILING

PHYSICIAN AND SURGEON (Correctional Facility)

FUNCTION OF POSITION

Under general direction from the Chief Physician and Surgeon or Chief Medical Officer, in a state correctional facility a Physician and Surgeon, Correctional Facility, examines inmates and diagnoses patient illness; prescribes and administers medical treatment; performs or assists in performing major and minor surgical operations; supervises pre- and post-operative care of surgical cases; treats sexually transmitted and communicable diseases; orders laboratory examinations and analyses, x-rays and special diets; writes prescriptions; makes rounds of inmates; reviews reports, records, and general progress of inmates; instructs and clinically supervises nurses, technicians, and personnel assigned for special training; attends and participates in staff conferences for the discussion of the surgical, medical, and mental condition of various inmates and their final diagnoses and treatment; prepares reports and related correspondence; serves periodically as the officer-of-the-day.

MINIMUM QUALIFICATIONS

Applicants must possess the legal requirements for the practice of medicine in California as determined by the Medical Board of California or the California Board of Osteopathic Examiners. (Applicants who are in the process of securing approval of their qualifications by the Medical Board of California or the Board of Osteopathic Examiners will be admitted to the examination, but the Board to which application is made must determine that all legal requirements have been met before candidates will be eligible for appointment.) Applicants who possess their license at the time of application must show license number, title, and expiration date on the Standard State Application (STD 678). Only individuals lawfully authorized to work in the United States will be hired.

DESIRABLE QUALIFICATIONS

Applicants must hold a valid California medical license. Board certification by the American Medical Specialty Board or the American Osteopathic Board in either Family Practice or Internal Medicine.

The Department is now accepting applications from H-1B Visa holders.

APPLICATION INFORMATION

The Department application for Physician and Surgeon, Correctional Facility, is a scannable application. The Application/Examination for Physician and Surgeon, CF, Office of Selection and Standards (OSS) PS01A (4/04) must be completed. Additional information may be submitted, but is not required. The completed Application/Examination for Physician and Surgeon, CF, Office of Selection and Standards (OSS) PS01A (4/04) should be sent to:

California Department of Corrections
Office of Selection and Standards
2201 Broadway
Selection Support Unit / Attn: P & S Exam
Sacramento, CA 95818,

Should you have any questions, please contact a Health Professions Recruiter at (888) 232-4584, by fax at (916) 227-4646 or by e-mail at Health.Recruit@corr.ca.gov.

SALARY RANGES

Range A \$7,040 - 8,556 per month (range not used-contact recruitment office for information)
Range B \$8,528 - 10,366 per month Non Board Eligible
Range C \$8,940 - 10,866 per month Board Eligible
Range D \$9,199 - 11,181 per month Board Certified

All correctional institutions **may** authorize a “Hiring Above the Minimum” (HAM) salary differential. Extraordinary qualifications, experience and current salary will determine the starting salary for a Physician and Surgeon. The starting salary **must** be established early in the hiring process. The hiring authority shall review your credentials and evaluate your experience to determine if a HAM salary differential is applicable.

CONTINUED ON REVERSE

www.corr.ca.gov
888-232-4584 Toll Free
916-227-4646 FAX

Rev. 6/08/05

Physician and Surgeon, CF (Continued)

EDUCATIONAL FUNDING

Educational funding may be available through the following program (Contact a Health Care recruiter for additional information):

- Federal Loan Repayment Program, administered by the National Health Services Corporation

BENEFITS

- Deferred Compensation Plans (Savings pool, 401k and 457 plan)
- \$100 monthly Bilingual Differential Pay
- \$100 monthly Van Pool Incentive/public transit passes (\$65)
- Flexible work hours (Management discretion)
- Pre-tax parking (Where applicable)
- Fourteen (14) paid holidays
- Generous paid vacation/sick leave or annual leave
- Jury duty/military/bereavement leave
- Health, Dental and Vision Care Plans (Rural Health Care Equity Program for areas without HMOs)
- Pre-retirement death benefit
- Dependent Care Program
- Long Term Insurance (CalPERS)
- Home Loan Program (CalPERS)
- Legal Services
- Employee Assistance Program
- Work and Family Advisory Committee
- \$200 monthly Recruitment and Retention (R&R) Bonus (All Institutions/Locations except Headquarters, unless class receives an existing, higher recruitment and retention rate.)
- \$200 monthly Telemedicine Recruitment and Retention (R&R) Bonus (Headquarters Only).
- \$2400 Annual Recruitment Bonus (Limited to Avenal State Prison, Ironwood State Prison, Chuckawalla Valley State Prison, Calipatria State Prison, and Centinela State Prison after 12 months of full-time employment)
- Medical Officer of the Day (MOD) – Rotational system to volunteer for MOD assignment is available at all institutions. Earn cash for the shift or MOD time off (MODTO). Physicians working a MOD shift during a regular workweek may receive a regular paycheck for the 40-hour workweek and an additional MOD check for 16 hours straight time. MOD shifts worked during a holiday or weekend are paid as 24-hour shifts at the employee's regular hourly rate and the employee is provided eight hours of holiday credit. Staff on MOD assignment receive an \$8.00 meal allowance. At no time may the employee accrue in excess of 60 hours of MODTO.
- Call Back Assignment – An employee required to return to the institutions shall receive hour for hour credit in Compensated Time Off with four hours credit guaranteed per call.
- Earn eleven (11) hours per month of Annual Leave Credits. Increases to 14 hours after 37 months of full-time employment. Maximum of 18 hours per month with employment at 241 months or over.
- Medical License renewal fee reimbursement (Actual Cost)
- California Public Employees' Safety Retirement System (Exempt from paying into the Federal Social Security System)
- Allowed \$700 for Continuing Medical Education. Time may be rolled over to the next fiscal year.

*The compensation listed in this handout may be changed as a result of legislation, revision to the Bargaining Unit 16 Memorandum of Understanding (MOU), or other State action. Should there be a conflict between this document and changes in the requirements of law, State policy, or Unit 16 MOU, the latter will control.

EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER